



**PROGRAM EXECUTIVE OFFICE
STANDARD ARMY INFORMATION MANAGEMENT SYSTEMS (PEO STAMIS)**

Hereby appoints a

Career Management Board of Directors

for

Workforce Development

I. Purpose. This charter prescribes the mission, composition, and responsibilities of the PEO STAMIS Career Management Board of Directors (CMBD) and is issued under DoD Directives 5105.18, 5000.52, 5000.52-M, and Army Regulations 690-400, 690-950, and 690-950-1.

II. Mission and Objectives. The mission of the CMBD is to advise and support PEO STAMIS and Program / Project Offices in developing policies and procedures for civilian and military personnel management functions. As such, the CMBD shall act as the subject matter experts on the qualifications and career development requirements for all career fields assigned to PEO STAMIS. The Board will have oversight management for improving workforce development throughout the organization. Major objectives are:

- Develop overall career management policy and procedures which accomplish:
 - (1) Comprehensive identification of developmental needs.
 - (2) Accurate forecasting of resource requirements.

- (3) Realistic planning to meet training needs.
 - (4) Judicious use of resources.
 - (5) Competent follow through to capitalize on training accomplished.
 - (6) Identification of training needs and preparation of viable Individual Development Plans (IDPs) throughout the workforce.
- Perform oversight and arbitration as needed for workforce development.
 - Reestablish Career Program Management Program within PEO STAMIS with the senior persons within PEO structure to serve as the career program manager for their series.
 - Identify Career Program mentors at all levels (below senior level).
 - Vote on Sabbatical program requests submitted under the Acquisition Workforce Personnel Demo (Chapter 10).
 - Manage and make selections for the PEO STAMIS Rotational Development Program and Intern Program.

III. Designation of the Career Management Board of Directors.

The membership of the CMBD will consist of the PEO STAMIS senior Career Field Managers for each career field assigned to the organization. The Deputy PEO or the senior military officer on staff will represent military personnel. The PEO STAMIS Acquisition Career Management Advocate (ACMA) will chair the Board. The PEO is the final approval authority on all CMBD recommendations.

IV. Responsibilities. The CMBD shall provide functional advice and recommendations to support the organization's overall education and training requirements. The Board shall:

- Determine the experience, education, and training requirements that are specified in DoD and Army regulations to carry out the career management function effectively.
- Use the Army Acquisition Corps Workforce Playbook 2000 to periodically review requirements, priorities, funding, attendance, and reports to ensure that they support the goal of attaining a fully qualified workforce.

- Recommend initiatives for enhancement of technical competence in functional areas to include cross training, internships, and career development and rotational assignments.
- Monitor and evaluate PEO STAMIS career management programs.

V. Operations. The CMBD, using the PEO STAMIS Workforce Development Office, shall establish liaison with various offices involved in promoting the professionalism of the acquisition workforce to include Defense Systems Management College, Curriculum Advisory Council, and other appropriate Boards, agencies, and professional organizations.

- The CMBD shall meet at least annually, before submission of the subsequent FY training budget. Additional meetings shall be at the call of the Chair.
- Issues requiring the CMBD's attention that arise between meetings shall either be added to the agenda for the next meeting, or, at the direction of the Chair, shall be coordinated with each Board member through the Workforce Development Office.
- Minutes of CMBD meetings will be prepared by the Workforce Development Office and distributed to all members.

VI. Duration. The Career Management Board of Directors is effective immediately and will convene NLT 1 July 2000. The CMBD shall remain in effect until canceled.


 KEVIN CARROLL
 Program Executive Officer

MAY 10 2000